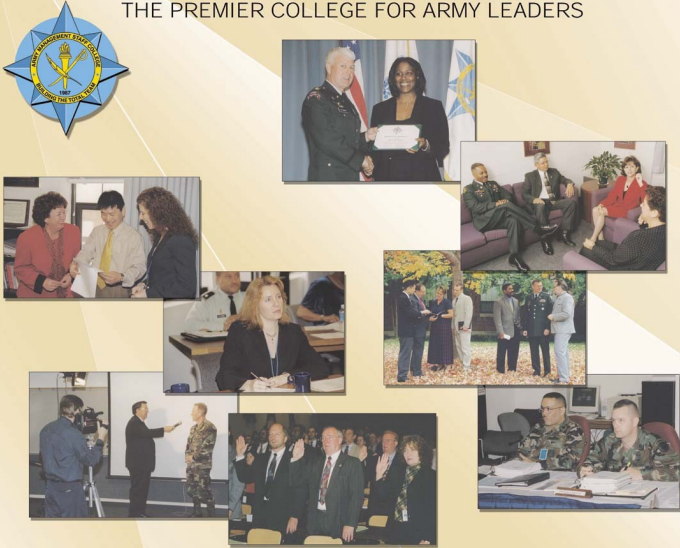




**ARMY MANAGEMENT  
STAFF COLLEGE**

THE PREMIER COLLEGE FOR ARMY LEADERS



**WWW.AMSC.BELVOIR.ARMY.MIL**

**<http://www.amsc.belvoir.army.mil>**

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**U.S. ARMY  
MANAGEMENT STAFF COLLEGE**

**Home Station  
Briefing**

*To be presented by  
Each proud AMSC Graduate  
SBLMP Class 04-2*

*Transformation through Education*



# Our Mission

To ***educate*** and prepare Army civilian and military leaders to assume ***leadership*** and management responsibilities throughout the ***sustaining base***.

To provide consulting services and conduct research in support of the sustaining base.

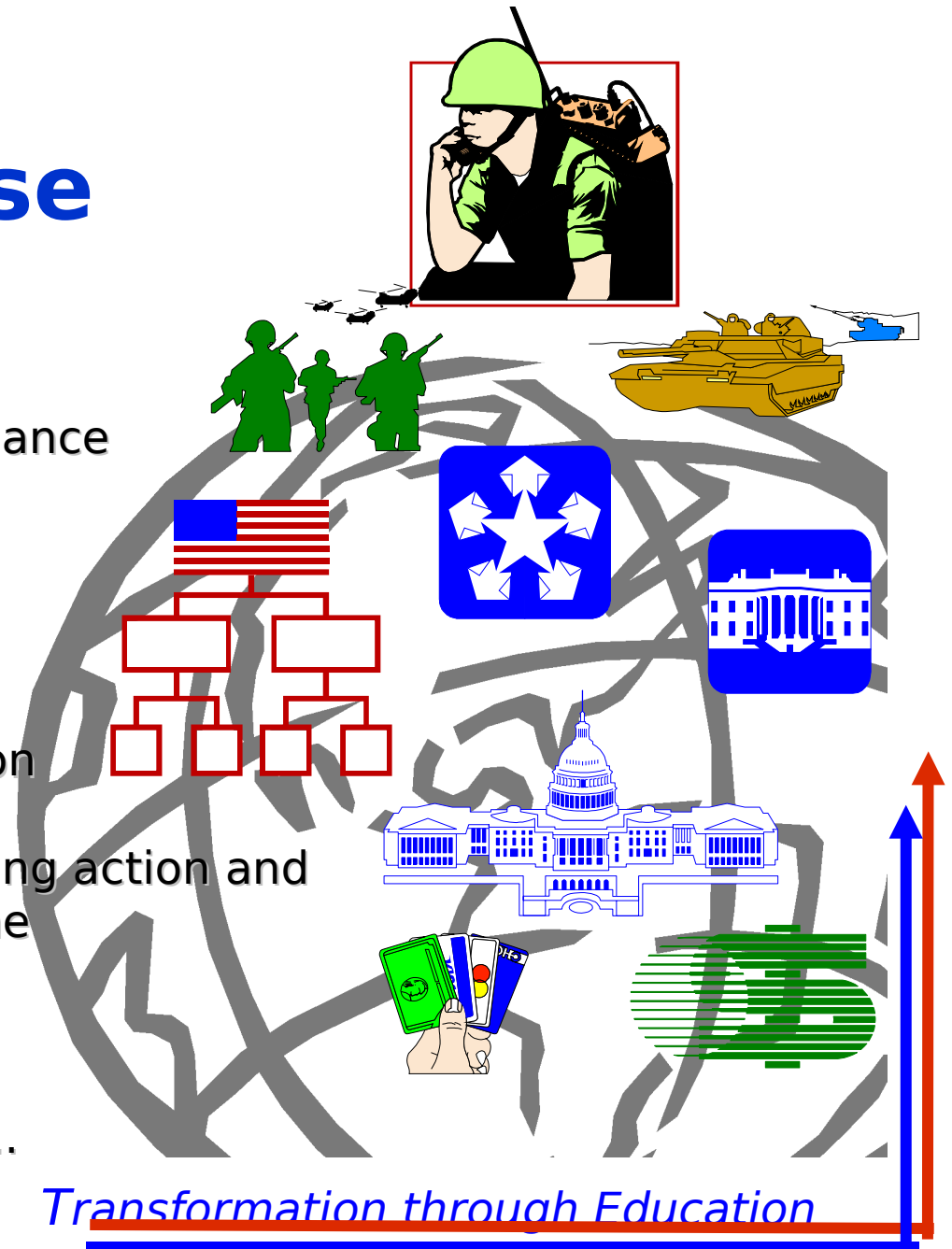
# Focus on the Sustaining Base

That aggregation of:

- law, policy, regulation, guidance
- systems
- resources; \$ and things
- people
- facilities; installations

Which combine together to:

- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home and help that soldier's family be self sufficient throughout the process...



# ***Army Management Staff College***

## **Leader Education Programs**

### **Sustaining Base Leadership and Management**

- **Sustaining Base Leadership and Management Resident Program (SBLM)**
- **Sustaining Base Leadership and Management NonResident Program (SBLM-NR)**

### **Personnel Management for Executives**

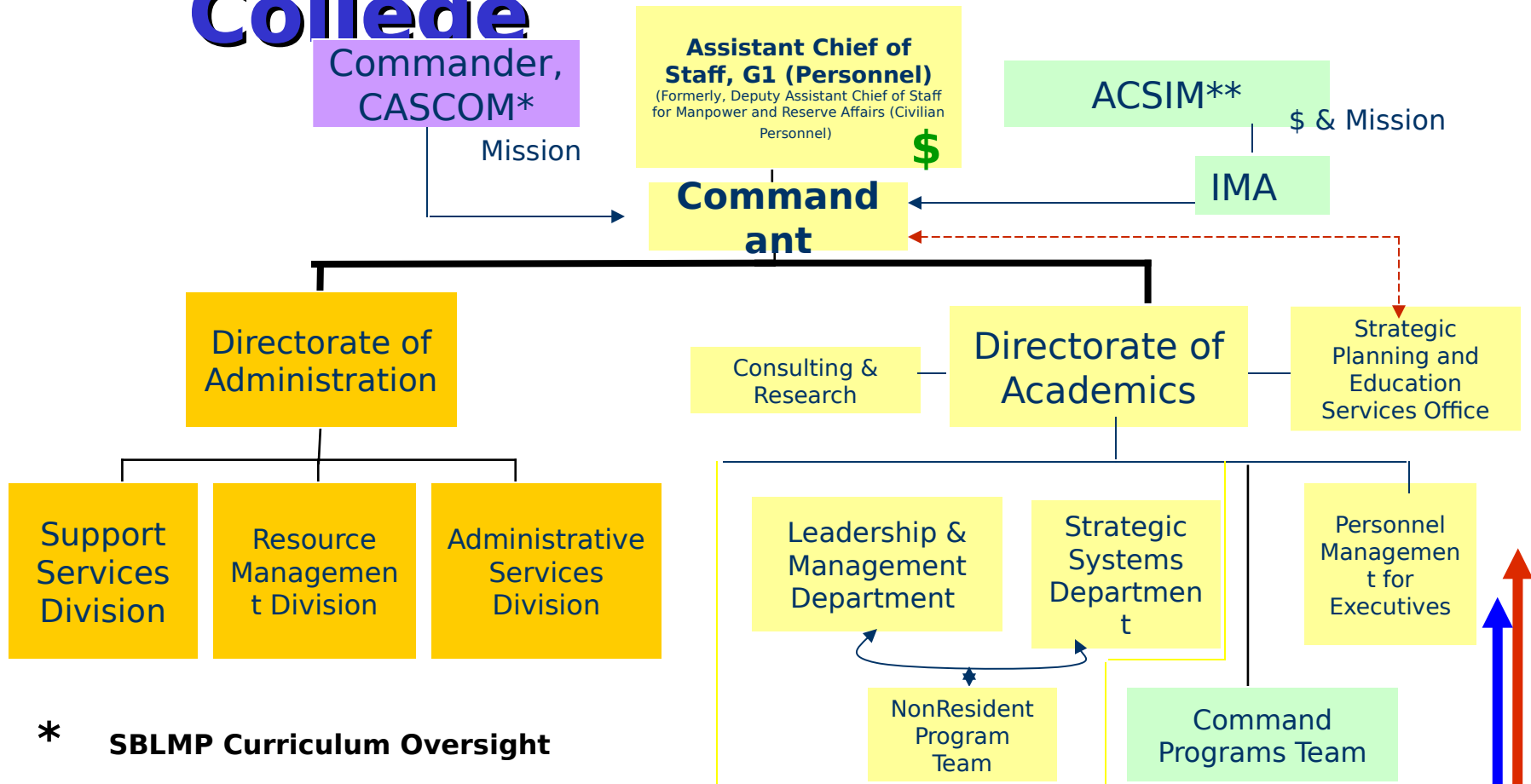
- **Personnel Management For Executives (PME) I**
- **Personnel Management For Executives (PME) II**

# Leader Education Programs

## Command Programs

- **Garrison Precommand Course (GPC)**
- **General Officer Installation Command Course (GOICC)**
- **Garrison Sergeants Major Course (GSGMC)**

# Army Management Staff College



\* **SBLMP Curriculum Oversight**

**CASCOM = Combined Arms Support Command**

\*\* **Command Programs Curricula Oversight**

**ACSIM = Assistant Chief of Staff for Installation Management**

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# CIVILIAN LEADERSHIP TRAINING

## CORE CURRICULUM

(AR 690-400, Chapter 410/413)



### SUPERVISORS

#### INTERNS

- ★ ILDC (Intern Leadership Development Course) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

### MANAGERS

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

### EXECUTIVES

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ★ GO/SES Leadership Communications Workshop (PAO)

Sustaining Base Leadership & Management Program (SBLM)  
at Army Management Staff College  
Defense Leadership and Management Program  
Senior Service College

★ Mandatory





# Our Campus



Humphreys Hall



Knadle Hall



Thayer Hall

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# Who attends AMSC?

**Civilian** 94%  
**Military** 6%

**Avg Grade** 13

**Avg Age** 45

**Male** 63%  
**Female** 37%  
**Minority** 25%

**Doctoral Degree** 3%

**Master's Degree** 40%

**Bachelor's Degree** 41%

**Associate's Degree** %

**No Degree** 9%



Class 04-2

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# Am I eligible for SBLM?

- **Target Audience**
  - **GS/GM12-14**
  - **(11's & 15's by exception)**
  - **MAJ & LTC; CWO, CSM/SGM**
- **ACTEDS Funded (except military; Civil Works)**
- **DA Centrally Selected**
- **Four Classes Per Year**
  - **Up to 165 students/class (Res) x 3**
  - **Up to 90/class (Non-Res) x 1**
- **12-Week (+2 NR) Resident Program**
- **12-Month Non-Resident Program**



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**Focus on  
Seminars**



**Practical  
Exercises**

**Case Studies  
Critical Thinking**

**Lecture  
s**

**Educational  
Methodology**

**Top Guest  
Speakers**

**Oral  
Presentatio  
ns**



**Field  
Trips,  
Leadersh  
ip Roles**

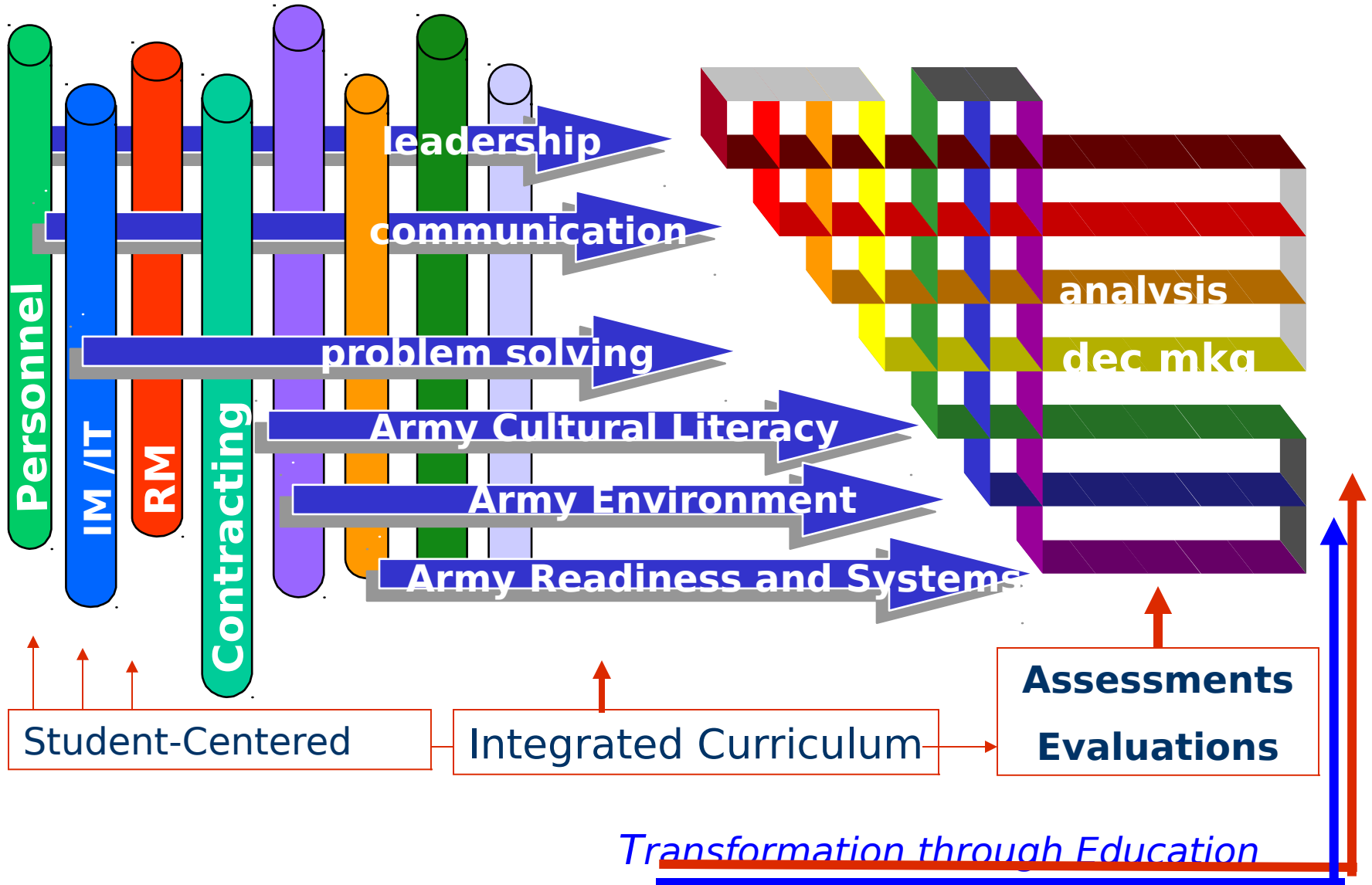
**Reading  
Researc  
h  
Analyzi  
ng  
Writing**



*Learning through Education*

# Functional Integration through the Practitioner's Perspective

## Sustaining Base Leadership & Management Program



# Team Leader Development Acti



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# **SBLM Non-Resident Curriculum**

- ***Pre-program Package***
- **Foundation Days**
- **Term 1: Leadership & Management in the Sustaining Base**
- **Term 2: Doctrine, Strategy & Forces**
- **Term 3: Integrating Systems**
- **Term 4: Force Projection & the Sustaining Base**
- ***Research Projects***
- **Capstone & Transition Week**



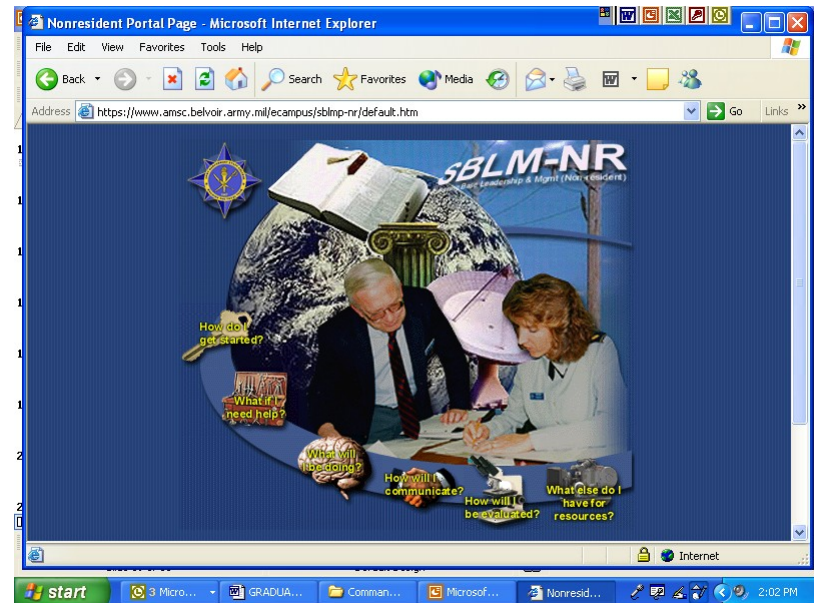
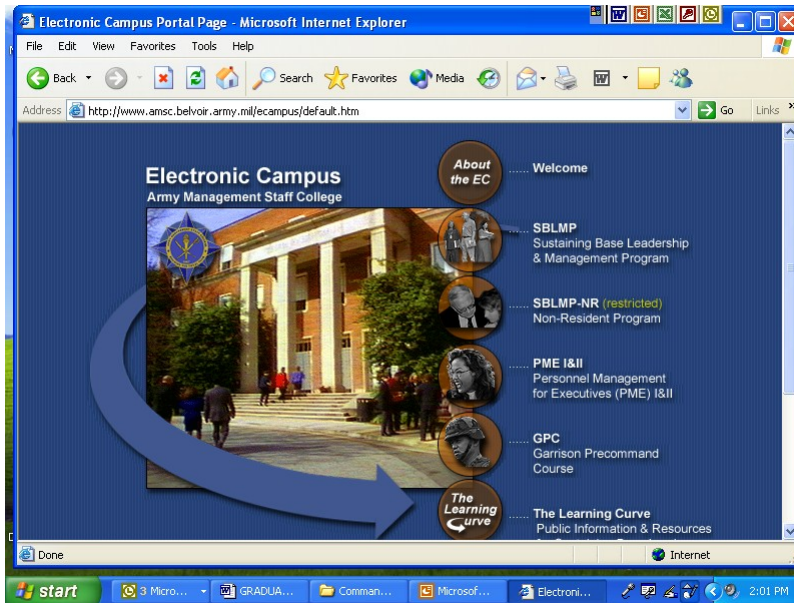
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# SBLM Nonresident Program

- Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence
- Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)
- ***NOT a correspondence course!!!***



# The Electronic Campus



Transformation through Education

# Resident & Nonresident Comparison

**Humphreys Hall**

**Cyber Schoolhouse**

**Class Leaders**

**Class Leaders**

**Active Seminar Life**

**Virtual Seminar Meetings**

**Daily Discussion**

**Weekly Forum**

**Daily Feedback;  
Learning Matrix**

**Online/tele. Feedback;  
Long Term Requirements**

**Face-to-face Counseling**



**-onic Counseling**

**Capstone**

**Capstone**

**Awards & Graduation**

**Awards & Graduation**



# Life Beyond Academics...

•Bowling



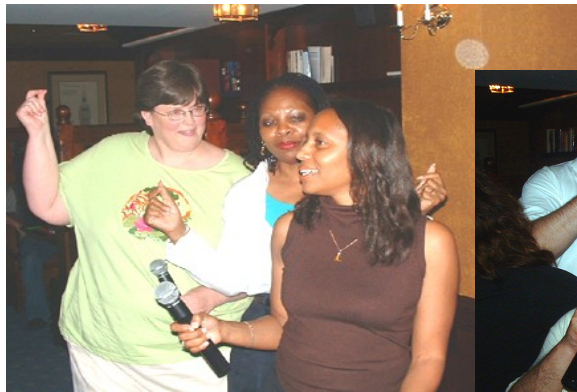
... and much, much more!



WWII Memorial Visit



•Friends



•Karoke



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# ACE Evaluation Results

- 15 GRADUATE SEMESTER HOURS-SBLMP

## Resident-2001

**Government (6)**  
**Logistics Management (6) Bus.**  
**Admin or Management (3 Grad or**  
**Upper Level UC)**

**Communications (3)**  
**Human Resources Management**  
**(3)**  
**Public Administration (3)**

## Nonresident-2002

**Management and Strategy (3)**  
**Government (6)**  
**Logistics (6)**

- 9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP

**Communications (3)**  
**Management (6)**  
**Health and Wellness (1)**

## PME I-2000

- Management (3) OR
  - Human Resource Management OR
  - Leadership OR
  - Organizational Behavior PLUS
- (1) possible additional hour for a paper*

## PME II-2000

(1) in Management,  
Leadership, Human Resource  
Mgt., or Organizational  
Behavior.

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**We have Articulation Agreements with the following schools:**

- **Cappella University**
- **Webster University**
- **University of Maryland University College**
- **Central Michigan University**
- **American Military University**
- **Strayer University**

**We are accredited by the Council on Occupational Education**



# **Return on Investment --**

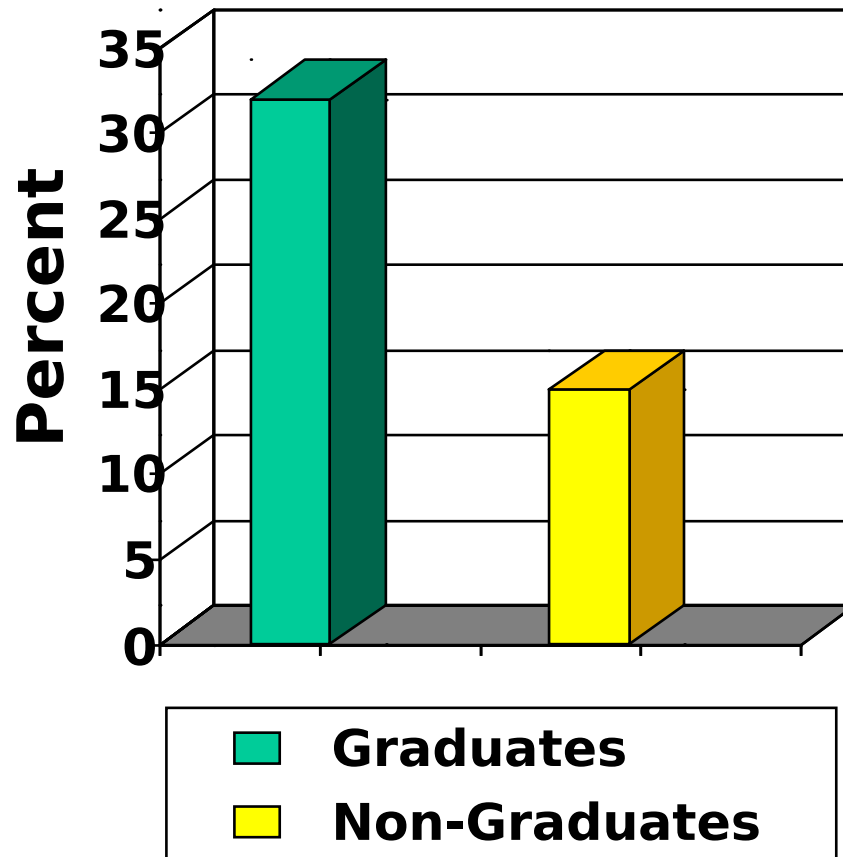
## **What our Graduates'**

### **Supervisors Say:**

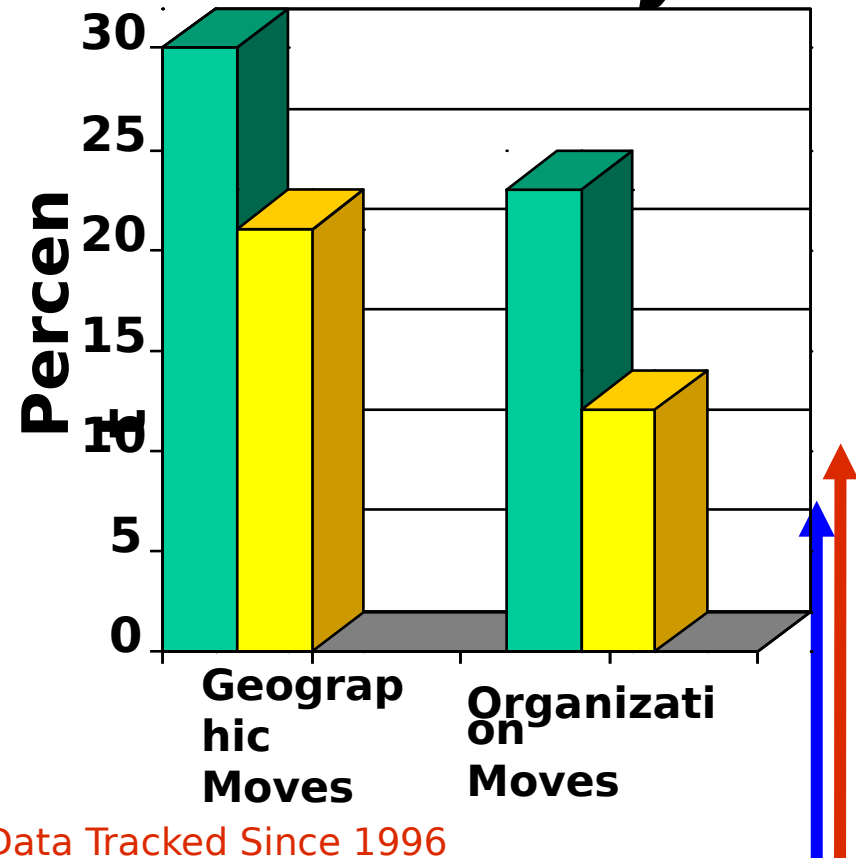
- Graduates have the ability to handle increased responsibility.**
- Graduates have the potential to move to senior leadership positions.**
- Graduates' confidence in their own performance has increased.**
- Graduates' value to the organization has increased.**

# **AMSC Longitudinal Study -- How Are Our Graduates Doing?**

## ***Promotions***



## ***Mobility***



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# Application Process For GS/GM 12-

- Go to <http://www.amsc.belvoir.army.mil> for forms and information. Submit thru **Electronic Application Process (EAP)** to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future C		APPLICATION DUE HQ		* DA BOARD MEETS
CLAS	S	DA		
04-3	13 Sep 04	Closed		Closed
NR-	05 May 05	9 Feb 05		8-11 Mar 05
06	10 Jan 05	04 Oct 04		26-29 Oct 04
05-1	16 May 05	09 Feb 05		8-11 Mar 05
05-2				

\* Board Dates Subject To Change



# Commissioned Officers

## □ Active Duty

**Branch Assignment Officer or Officer  
Development Branch [(703) 325-3157,  
DSN 221]**

## □ Army Reserve

**ARPERCEN POC [(314) 592-0673, Option #4,  
DSN 892]**

## □ Army National Guard

**POC [(703) 607-7333, DSN 327]**

# **Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance**

## **□ Warrant Officer (CW3,4,5)**

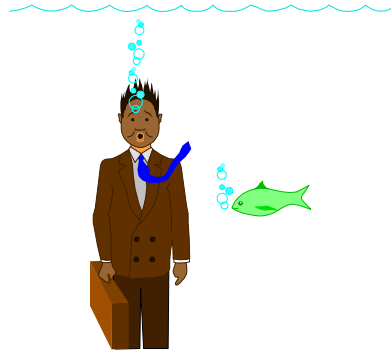
**Warrant Officer Branch POC [(703) 325-7843, DSN 221]**

## **□ Sergeants Major/Command Sergeants Major**

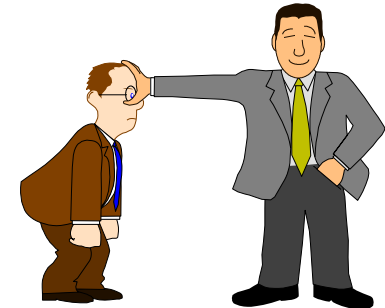
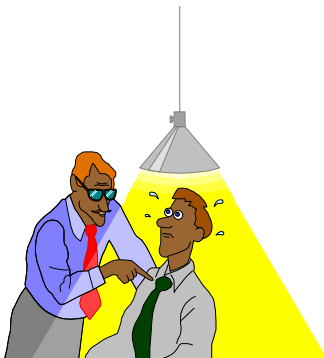
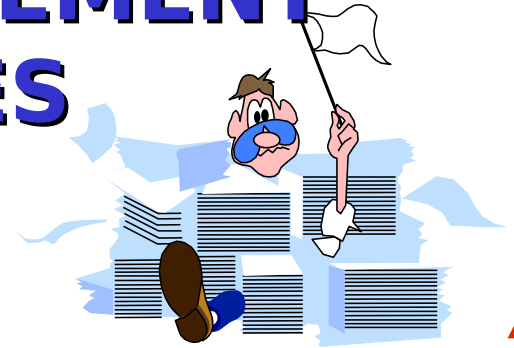
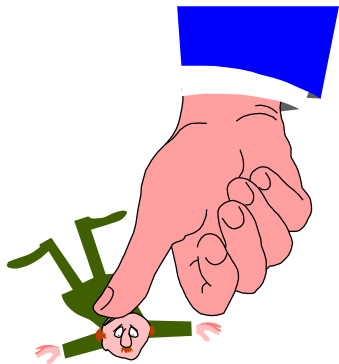
**Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]**

# Life after SBLM

- **AMSC Alumni Association**
- **Continued Education ACE;  
Articulation Agreement Schools**
  - **PME**
  - **DLAMP**
  - **SSC**



# PERSONNEL MANAGEMENT FOR EXECUTIVES ( PME I & II )



Transformation through Education

# **PME What's it all about?**

## ***Selected Issues Covered***

- **Managing the assets of a diverse workforce**
- **Improving team building skills**
- **Improving self awareness and human relations skills**
- **Apply critical values & ethics in the workplace**
- **Integrating personality & communication styles with leadership**
- **Improving active listening skills**
- **Utilizing communication styles for organizational growth**

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# PME - Who can attend?

**ELIGIBILITY** -- 65 Per Class, PME I (9 days)  
PME II (5 days)

- **GS/GM-13 & 14 and equivalent wage grade**
  - 12's & 15's by exception
- **Field grade military**
- **Specifically for supervisors/leaders**
- **Priority to Army; open to all Federal agencies**

**CENTRAL FUNDING FOR DA CIVILIANS\***

**\*(Civil Works, NAF, and Reserves on a reimbursable basis)**

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# Defense Leadership & Management Program

<http://www.cpms.osd.mil/dlamp/>

**A program developed by OSD  
in response to  
recommendations on  
management of senior DOD  
personnel (GS13-SES).**

**DOD Directive 1430.16, April  
97**

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# DLAMP

**Requires a Dept-wide perspective, joint emphasis, responsible for people, policy, programs, & other resources of broad significance.**

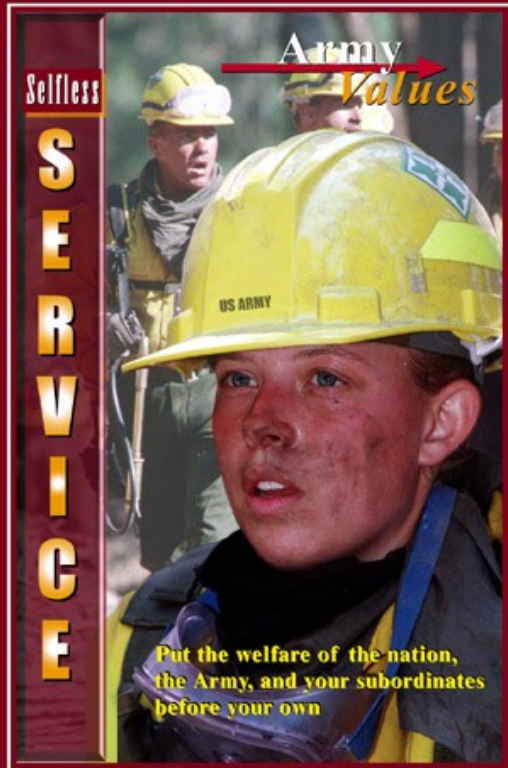
- Participants with an advanced degree may round out their academic portfolio by taking up to six courses in management and public policy subjects.
- Participants without an advanced degree may be provided the opportunity to earn one, either through a university program or through senior-level professional military education.
- Ten-Month Senior Service College experience.

Transformation through Education





# Transformation through Education



Look to **AMSC**

to develop leadership skills  
focused on:

- institutionalizing fundamental change
- meeting Army mission
- emphasizing effectiveness and efficiency
- understanding how \$, people, places and things link
- applying thinking skills

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# AMSC



**Builds the Army's strength to deal with:**

- **change** today and tomorrow.
- **Integrates** all its resources and programs--synergy.
- **All about practitioners** help practitioners practice.
- **Externally evaluated and validated** programs.



Defense of Freedom Medal



OBVERSE



REVERSE

